

**Muhlenberg College Anti-Hazing Policy
5-Year Institutional Report
August 1, 2021**

Date of Report: October 19, 2017

Name of the Subject of the Report: Phi Sigma Sigma (PSS)

Date Charged: Unfounded as hazing

General description of the violation, any investigation and findings by the institution and, if applicable, penalties: Associate Director of Student Engagement for Clubs and Organizations received information about possible hazing that members of Phi Sigma Sigma were encouraging new members to consume alcohol. Even though hazing charges were not founded, Phi Sigma Sigma was charged with the following: 2.5 Other Offenses - Alcohol Policy (Consumption/Possession): Provided (i.e. gifted) alcohol to underage students at a Phi Sigma Sigma event (i.e. Big/Little Reveal Ceremony) and Underage consumption of alcohol at a Phi Sigma Sigma event (i.e. Big/Little Reveal Ceremony). The Chapter President accepted responsibility for all charges and sanctions. **Sanctions imposed:** Disciplinary Warning and Restorative Circle.

The date on which the matter was resolved: February 26, 2018

Date of Report: November 7, 2017

Name of the Subject of the Report: Sigma Phi Epsilon

Date Charged: November 30, 2017

General description of the violation, any investigation and findings by the institution and, if applicable, penalties: The Associate Dean of Students received a phone call from an anonymous caller reporting physical and mental hazing during the new member period at the Sigma Phi Epsilon Fraternity house. All new members and current members were interviewed. Through the investigation, it was found that hazing did take place and Sigma Phi Epsilon was charged with the following: Section #2.1a Offenses Against Persons (Harassment), Section #2.1b Offenses Against Persons (Physical Abuse and/or Assault), Section #2.3b. Offenses Against the Community (Disorderly Conduct), Section #2.4a. Offenses Against the Judicial System, and Section #2.5 Other Offenses (Anti-Hazing Policy). **Sanctions imposed:** Disciplinary Dissolution -

4 Years. The Chapter was required to release all new members selected in the fall of 2017 from their obligations of membership effective immediately.

The date on which the matter was resolved: December 15, 2017.

Date of Report: September 17, 2019

Name of the Subject of the Report: Alpha Chi Omega

Date Charged: October 14, 2019

General description of the violation, any investigation and findings by the institution and, if applicable, penalties: Initial Investigation began when an Online General Incident Report Form was received from a coach. The coach reported information from a new member. The new Member told the coach their concerns regarding the new member education process for the Alpha Chi Omega sorority. All new members and officers were interviewed. **Through the investigation, it was found that hazing did take place and Alpha Chi Omega was charged with the following:** Care for Community - General violations - Violations of Muhlenberg College's expectations of Care for the Community and Care for Others a.iv - Hazing - Hazing as defined in the College Hazing Policy. **Sanctions imposed:** Disciplinary Warning, Social Probation effective October 22, 2019 through December 31, 2019, **Additional Sanctions/Stipulations:** The Alpha Chi Omega Zeta Chi Chapter is required to work with headquarters, chapter/alumni advisor and Steve Dutton to improve in the following areas: a) Re-evaluating where activities take place for New Member Education (NME), b) Educational workshops with Headquarters, c) Working with Steve to facilitate conversation about building consensus among members on what NME should entail and building strong relationships between members, d) Conversation with Steve about his reasons for approval of the NME schedule, e) Set a date when the NME schedule is due to Headquarters (potentially April 1st). This will consist of a template of what the organization is doing, why they are doing it, and who is there to accomplish this. Make weekly phone calls with Headquarters to talk about what the new members will be doing that week, f) Shortened schedule with activities will be in place, g) Meeting 2 times a week, h) Re-evaluating traditions. What are the actual rituals of Alpha Chi Omega? Social events are permitted during the Social Probation period if approved by both Steve Dutton and Jane Schubert.

The date on which the matter was resolved: November 22, 2019

Date of Report: October 30, 2019

Name of the Subject of the Report: Alpha Tau Omega

Date Charged: November 12, 2019

General description of the violation, any investigation and findings by the institution and, if applicable, penalties: The Assistant Dean of Students & Director of Student Transitions received anonymous reports regarding the New Member Program for Alpha Tau Omega (ATO). The reports provided information that a new member event, with potential hazing, was set to occur on the evening of October 30, 2019. The reports detailed actions/activities that New Members had to endure or were expected to complete. Some of the actions included: no walking on grass (anywhere), sleeping in the house (one week), physical conditioning in the form of push-ups, sit-ups and, "wall sits", in the basement/sub-basement, and cleaning the house (throughout the semester). **Through the investigation, it was found that hazing did take place and Alpha Tau Omega was charged with the following:** Section 1.a.iv. Care for Others (Hazing as defined in the Muhlenberg College Anti-Hazing Policy), Section 1.a.v. Care for Others (Threats to Safety), Section 3.a.i.4. Care for the Community (Disorderly Conduct), Section 3.a.x. Care for the Community (Prohibited Conduct), Section 3.a.xii. Care for the Community (Student Alcohol Policy), Section 3.a.xiii. Care for the Community (Prohibited Conduct), Section 3.a. xiv. Care for the Community (Prohibited Conduct) Violation of any Federal, state, or local laws or ordinances (Timothy J. Piazza Antihazing Law, Pennsylvania State Law). **Sanctions imposed:** Disciplinary Probation effective December 2, 2019 through May 31, 2021 (3 semesters), Social Probation effective December 2, 2019 through December 31, 2020, **Secondary Educational Sanctions** - The following additional sanctions are intended to be completed prior to social or disciplinary probation being lifted and prior to any additional new member recruitment activities will be approved: 1) ATO will not be permitted to take a new member class until at least March 2020 and only after sufficient member education has occurred regarding all aspects of the fraternity. The College, ATO's alumni board and national headquarters will work in partnership to outline what must be included in these trainings. 2) ATO fraternity house will remain a substance free facility for the duration of their social probation period. This includes private living spaces, common spaces, and outdoor spaces of the property. 3) At the discretion of ATO national headquarters, a judicial process will be held for individual chapter executive board members who were involved in these incidents or who by their position are charged with responsibility for the health, safety and new member education within the chapter. 4) Full chapter training on the following topics will occur each semester: a) Anti-hazing, b) Bystander Intervention, c) Proper new member education content and delivery, and d) Alcohol and other drug use/abuse (1) From aforementioned trainings, ATO will take responsibility for developing and leading a peer-to-peer presentation/workshop that can be offered to all other Greek letter organizations prior to fall recruitment, (2) ATO Alumni Board will ensure that access is fully

restricted to the sub-basement of the house at all times unless it is for a specified purpose and with the supervision of an authorized Alumni Board member, (3) Finally, the College recommends, but leaves to the discretion of the ATO Alumni Board whether it makes sense to have a live-in advisor for this chapter for some period of time.

The date on which the matter was resolved: June 1, 2021